

Adjustments to MD & CEO remuneration arrangements

Pilbara Minerals Limited (“**Pilbara Minerals**” or the “**Company**”: ASX: PLS) wishes to advise changes to the remuneration package of the Company’s Managing Director and CEO, Mr Dale Henderson, effective 1 October 2022.

In accordance with Mr Henderson’s Employment Agreement, as announced on 1 June 2022, which stated that the first review of Mr Henderson’s fixed annual remuneration would occur within 6 months, the Company has reviewed Mr Henderson’s fixed remuneration following benchmarking against other ASX comparators.

In accordance with ASX Listing Rule 3.16.4, the new terms of Mr Henderson’s remuneration package are as follows:

Total Fixed Remuneration

Mr Henderson’s total fixed remuneration (“TFR”) will be adjusted to \$1,250,000 (inclusive of statutory superannuation) per annum, effective 1 October 2022.

Other material terms of Mr Henderson’s employment contract remain unchanged.

Release authorised by Alex Eastwood, Pilbara Minerals Limited’s Company Secretary.

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